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Proposed programme budget for the biennium 2008-2009*

Part I
Overall policymaking, direction and coordination

Section 1
Overall policymaking, direction and coordination

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Overview

1.1 Provision is made under subsection A below for the General Assembly, including travel for up to five representatives of Member States that are least developed countries to sessions of the Assembly, the requirements of the Presidents of the Assembly and backstopping to be provided by the Department for General Assembly and Conference Management to the Presidents of the Assembly. Provision is also made for the subsidiary organs of the Assembly whose terms of reference involve matters of general application to the activities of the Organization as a whole, namely, the Advisory Committee on Administrative and Budgetary Questions (including its secretariat), the Committee on Contributions, the Board of Auditors (including its secretariat), United Nations participation in the costs of the secretariat of the United Nations Joint Staff Pension Fund (UNJSPF), and the Committee for Programme and Coordination. Provision is also included for the United Nations Administrative Tribunal, which is an independent organ established by the General Assembly responsible for resolving employment-related disputes between United Nations staff and the Organization. Pursuant to paragraph 36 of General Assembly resolution 59/283, the resources of the Tribunal have been transferred to this section of the programme budget effective from the beginning of the biennium 2006-2007.

1.2 The requirements directly attributable to the Secretary-General are set out in subsection B.

1.3 In subsection C, provision is made for the overall executive direction and management of the Organization, namely, the Executive Office of the Secretary-General, the offices of the Directors-General of the United Nations Offices at Geneva, Vienna and Nairobi and the United Nations Liaison Office at Addis Ababa. Provision is also made for the Office of the Special Representative of the Secretary-General for Children and Armed Conflict for 2008, as the mandate of the Office to December 2008.

1.4 Provisions for the Office of the Ombudsman and the Ethics Office are reflected under subsections D and E respectively.

1.5 It is recalled that in his note to the General Assembly (A/61/758), the Secretary-General submitted his comments on the recommendations contained in the report of the Redesign Panel on the United Nations System of Administration of Justice (A/61/205) and identified the time and resources needed to implement the Panel's recommendations. The proposed resource redeployments and growth sought in the report have not been incorporated in the present budget section for the Office of the United Nations Administrative Tribunal and the Office of the Ombudsman, and have been kept at the maintenance level. In its resolution 61/261, the Assembly decided to establish a new independent, transparent, professionalized, adequately resourced and decentralized system of administration of justice, and requested the Secretary-General to report on resources required for the implementation of that resolution as a matter of priority at the second part of its resumed sixty-first session and to report on issues identified in the resolution regarding the establishment of the new system of administration of justice no later than the early part of the main part of its sixty-second session. Any decisions of the Assembly on the reports and the related resource proposals would be incorporated in the budget appropriation at the time of adoption of the programme budget for the biennium 2008-2009 in December 2007.

Table 1.1 **Distribution of resources by component**

(Percentage)

Component	*Regular budget*	*Extrabudgetary*
A. Policymaking organs		
1. General Assembly	6.3	—
2. Advisory Committee on Administrative and Budgetary Questions (including its secretariat)	8.8	—
3. Committee on Contributions	0.6	—
4. United Nations Board of Auditors (including its secretariat)	7.5	47.8
5. United Nations Joint Staff Pension Board (including United Nations participation in the costs of the secretariat of the United Nations Joint Staff Pension Fund)	14.9	22.2
6. Committee for Programme and Coordination	1.1	—
7. United Nations Administrative Tribunal	2.5	—
Subtotal A	**41.7**	**70.0**
B. Secretary-General	3.2	—
C. Executive direction and management		
1. Executive Office of the Secretary-General	32.8	24.0
2. Office of the Director-General, United Nations Office at Geneva	7.7	1.7
3. Office of the Director-General, United Nations Office at Vienna	3.3	—
4. Office of the Director-General, United Nations Office at Nairobi	1.2	—
5. United Nations Liaison Office at Addis Ababa	0.8	—
6. Office of the Special Representative of the Secretary-General for Children and Armed Conflict	2.0	2.0
Subtotal C	**47.8**	**27.7**
D. Office of the Ombudsman	3.3	2.3
E. Ethics Office	4.0	—
Total	**100.0**	**100.0**

1.6 The estimated reduction in regular budget resources would be 5.7 per cent at 2006-2007 rates.

Table 1.2 **Resource requirements by component**

(Thousands of United States dollars)

(1) *Regular budget*

Component	*2004-2005 expenditure*	*2006-2007 appropriation*	*Resource growth*		*Total before recosting*	*Recosting*	*2008-2009 estimate*
			Amount	*Percentage*			
Policymaking organs	25 887.8	30 687.8	(433.8)	(1.4)	30 254.0	2 445.4	32 699.4
Secretary-General	1 974.0	2 310.5	—	—	2 310.5	147.0	2 457.5
Executive direction and management	34 453.6	39 191.1	(4 454.0)	(11.4)	34 737.1	1 930.1	36 667.2
Office of the Ombudsman	1 424.0	1 977.1	401.5	20.3	2 378.6	127.1	2 505.7
Ethics Office	—	2 837.2	99.5	3.5	2 936.7	167.6	3 104.3
Subtotal	**63 739.4**	**77 003.7**	**(4 386.8)**	**(5.7)**	**72 616.9**	**4 817.2**	**77 434.1**

(2) *Extrabudgetary*

	2004-2005 expenditure	*2006-2007 estimate*	*2008-2009 estimate*
Subtotal	**21 706.0**	**33 059.4**	**31 471.9**
Total	**85 445.4**	**110 063.1**	**108 906.0**

Table 1.3 **Post requirements**

	Established regular budget posts		*Temporary posts*					
			Regular budget		*Extrabudgetary*		*Total*	
Category	*2006-2007*	*2008-2009*	*2006-2007*	*2008-2009*[a]	*2006-2007*	*2008-2009*	*2006-2007*	*2008-2009*
Professional and above								
DSG	1	1	—	—	—	—	1	1
USG	2	2	1	1	—	—	3	3
ASG	3	3	—	—	—	—	3	3
D-2	8	7	—	—	—	—	8	7
D-1	11	11	—	—	1	1	12	12
P-5	20	20	1	1	2	2	23	23
P-4/3	28	26	3	3	2	2	33	31
P-2/1	3	4	—	—	—	—	3	4
Subtotal	**76**	**74**	**5**	**5**	**5**	**5**	**86**	**84**
General Service								
Principal level	12	11	1	1	—	—	13	12
Other level	68	64	2	2	8	8	78	74
Subtotal	**80**	**75**	**3**	**3**	**8**	**8**	**91**	**86**
Other								
Local level	2	2	—	—	—	—	2	2
Subtotal	**2**	**2**	**—**	**—**	**—**	**—**	**2**	**2**
Total	**158**	**151**	**8**	**8**	**13**	**13**	**179**	**172**

[a] Relates to the provision of posts for 2008 only for the Office of the Special Representative of the Secretary-General for Children and Armed Conflict.

A. Policymaking organs

1.7 This subsection covers the General Assembly, the Advisory Committee on Administrative and Budgetary Questions, the Committee on Contributions, the United Nations Board of Auditors, UNJSPF (United Nations share), the Committee for Programme and Coordination and the United Nations Administrative Tribunal.

Table 1.4 **Resource requirements by component**

(Thousands of United States dollars)

(1) *Regular budget*

Component	*2004-2005 expenditure*	*2006-2007 appropriation*	*Resource growth*		*Total before recosting*	*Recosting*	*2008-2009 estimate*
			Amount	*Percentage*			
1. General Assembly							
(a) Travel of representatives	2 198.5	2 090.8	—	—	2 090.8	135.9	2 226.7
(b) Presidents of the General Assembly	461.5	579.5	—	—	579.5	38.0	617.5
(c) Department for General Assembly and Conference Management backstopping of the Presidents of the General Assembly	1 096.0	1 921.6	—	—	1 921.6	125.0	2 046.6
2. Advisory Committee on Administrative and Budgetary Questions	5 504.0	6 346.9	—	—	6 346.9	839.5	7 186.4
3. Committee on Contributions	299.7	409.4	44.3	10.8	453.7	96.0	549.7
4. United Nations Board of Auditors	5 673.3	5 898.3	(478.1)	(8.1)	5 420.2	345.0	5 765.2
5. United Nations Joint Staff Pension Board	8 386.8	10 784.5	—	—	10 784.5	701.3	11 485.8
6. Committee for Programme and Coordination	821.5	829.4	—	—	829.4	53.9	883.3
7. United Nations Administrative Tribunal	1 446.4	1 827.4	—	—	1 827.4	110.8	1 938.2
Subtotal	**25 887.8**	**30 687.8**	**(433.8)**	**(1.4)**	**30 254.0**	**2 445.4**	**32 699.4**

(2) *Extrabudgetary*

	2004-2005 expenditure	*2006-2007 estimate*	*2008-2009 estimate*
Subtotal	**15 089.3**	**19 206.8**	**22 028.9**
Total	**40 977.1**	**49 894.6**	**54 728.3**

Table 1.5 **Post requirements**

Category	Established regular budget posts		Temporary posts				Total	
			Regular budget		Extrabudgetary			
	2006-2007	2008-2009	2006-2007	2008-2009	2006-2007	2008-2009	2006-2007	2008-2009
Professional and above								
D-2	1	1	—	—	—	—	1	1
D-1	1	1	—	—	—	—	1	1
P-5	4	4	—	—	—	—	4	4
P-4/3	4	4	—	—	—	—	4	4
Subtotal	**10**	**10**	—	—	—	—	**10**	**10**
General Service								
Principal level	1	1	—	—	—	—	1	1
Other level	10	10	—	—	1	1	11	11
Subtotal	**11**	**11**	—	—	**1**	**1**	**12**	**12**
Total	**21**	**21**	—	—	**1**	**1**	**22**	**22**

1. General Assembly

(a) Travel of representatives of Member States that are least developed countries

Resource requirements (before recosting): $2,090,800

1.8 In accordance with General Assembly resolutions 1798 (XVII) and 41/213, up to five representatives of each of the 50 Member States that are least developed countries are entitled to have travel but not subsistence paid by the Organization when attending a regular session of the Assembly, and one representative or alternate representative is entitled to travel expenses incurred to attend a special or emergency session of the Assembly.

Table 1.6 **Resource requirements**

Category	Resources (thousands of United States dollars)		Posts	
	2006-2007	2008-2009 (before recosting)	2006-2007	2008-2009
Non-post	2 090.8	2 090.8	—	—
Total	**2 090.8**	**2 090.8**	—	—

1.9 The provision of $2,090,800 relates to travel to the sixty-third and sixty-fourth sessions of the Assembly. As there is no resolution calling for either a special or an emergency session, no provision has been made for that purpose.

(b) Presidents of the General Assembly

Resource requirements (before recosting): $579,500

1.10 The General Assembly, in its resolution 52/220, approved the proposal of the Secretary-General to include a sum of $250,000 in the budget for each year of the biennium to supplement the level of support provided to the President of the General Assembly (A/52/303, para. 1B.10). In the same resolution, the Assembly decided that the resources for the Office of the President of the General Assembly should be presented on an object-of-expenditure basis, starting with the biennium 1998-1999, and approved the proposal of the Secretary-General regarding the level of resources for that biennium. In its resolution 53/214, the Assembly requested the Secretary-General to enhance the Office of the President by taking all steps necessary to ensure the full implementation of his proposal to supplement the support of the Office and decided that the President of the Assembly, consistent with the approved programme budget, should have full authority to use funds provided in the budget for the Office, including hospitality, travel and any other expenditures required to carry out official responsibilities.

1.11 In its resolution 54/249, the General Assembly concurred with the observation of the Advisory Committee on Administrative and Budgetary Questions on the need to ensure that the Office of the President of the General Assembly was provided with adequate resources and decided that, in the interest of clarity and transparency, the resources proposed for support of the President should be presented separately from the estimates for the travel of representatives of least developed countries to sessions of the Assembly. In the same resolution, the Assembly decided that the resources for the Office of the President should be allocated between the Presidents of the sessions of the Assembly to which they relate so as to ensure their equitable provision.

Table 1.7 **Resource requirements**

	Resources (thousands of United States dollars)		*Posts*	
Category	*2006-2007*	*2008-2009 (before recosting)*	*2006-2007*	*2008-2009*
Non-post	579.5	579.5	—	—
Total	**579.5**	**579.5**	—	—

1.12 The provision of $579,500 relates to resources to be allocated, in line with General Assembly resolution 54/249, for the exclusive use and at the discretion of the Presidents of the General Assembly at its resumed sixty-second session ($192,700), its sixty-third regular and resumed sessions ($289,600) and its sixty-fourth regular session ($97,200). The funds will be made available to the Presidents of the Assembly, in accordance with the provisions of resolution 53/214, for the accomplishment of official responsibilities.

(c) Department for General Assembly and Conference Management backstopping of the Presidents of the General Assembly

Resource requirements (before recosting): $1,921,600

1.13 Resources are made for general temporary assistance and overtime to cover additional direct support provided by the Department for General Assembly and Conference Management to the Presidents of the Assembly pursuant to Assembly resolutions 58/126 and 59/313.

Table 1.8 **Resource requirements**

	Resources (thousands of United States dollars)		*Posts*	
Category	*2006-2007*	*2008-2009 (before recosting)*	*2006-2007*	*2008-2009*
Non-post	1 921.6	1 921.6	—	—
Total	**1 921.6**	**1 921.6**	—	—

1.14 The amount of $1,921,600 provides for general temporary assistance ($1,916,600) and overtime ($5,000) for support of the Presidents of the General Assembly.

2. Advisory Committee on Administrative and Budgetary Questions (including its secretariat)

Resource requirements (before recosting): $6,346,900

1.15 The Advisory Committee on Administrative and Budgetary Questions, a subsidiary organ of the General Assembly, consists of 16 members appointed by the Assembly in their individual capacity. The functions and responsibilities of the Advisory Committee, as well as its composition, are governed by the provisions of Assembly resolution 14 (I) and rules 155 to 157 of the rules of procedure of the Assembly. The budgetary resources under this heading cover the payment of the travel and subsistence expenses of the Chairman and members of the Committee for attendance at its sessions in accordance with the provisions of Assembly resolutions 1798 (XVII), 32/198, 41/176, 42/214, 42/225, section VI, and 47/219 A, section XV. The conditions of service and compensation of the Chairman of the Advisory Committee have been determined in accordance with resolutions 35/221, 40/256, 45/249, 55/238 and 58/266, and include the Organization's related contribution to UNJSPF pursuant to resolution 37/131.

1.16 Included in the estimates is the secretariat of the Advisory Committee. The number of reports issued by the Advisory Committee has gradually risen from 94 in the biennium 1996-1997 to 162 in the biennium 2004-2005. The Committee estimates that it will issue 176 reports in the biennium 2006-2007.

Table 1.9 **Resource requirements: Advisory Committee on Administrative and Budgetary Questions**

	Resources (thousands of United States dollars)		*Posts*	
Category	*2006-2007*	*2008-2009 (before recosting)*	*2006-2007*	*2008-2009*
Post	2 988.2	2 988.2	11	11
Non-post	3 358.7	3 358.7	—	—
Total	**6 346.9**	**6 346.9**	**11**	**11**

1.17 The amount of $6,346,900 provides for the travel and subsistence allowance of expert members of the Advisory Committee who are non-residents of New York for meetings held at Headquarters, as well as travel and subsistence for meetings held away from Headquarters; the travel and subsistence allowance for substantive staff servicing meetings of the Advisory Committee away

from Headquarters; the non-staff compensation of the Chairman; the salaries and common staff costs of the Advisory Committee's secretariat, comprising 11 posts (1 D-2, 3 P-3, 2 P-4, 1 General Service (Principal level) and 1 General Service (Other level)); and other non-post costs, such as overtime, general operating expenses, supplies and materials and furniture and equipment.

3. Committee on Contributions

Resource requirements (before recosting): $453,700

1.18 The Committee on Contributions is a subsidiary organ of the General Assembly consisting of 18 members appointed by the Assembly in their individual capacity. The responsibilities of the Committee, its nature and composition and the terms of appointment of its members are governed by the provisions of Assembly resolution 14 (I) and rules 158 to 160 of the rules of procedure of the Assembly. The Committee advises the Assembly on the apportionment of the expenses of the Organization among its Members, in accordance with Article 17, paragraph 2, of the Charter of the United Nations. It also advises the Assembly on the assessments to be fixed for new Members, on appeals by Members for a change of assessment, on action to be taken if Members default on their contributions and on any action to be taken with regard to the application of Article 19 of the Charter.

Table 1.10 **Resource requirements: Committee on Contributions**

	Resources (thousands of United States dollars)		*Posts*	
Category	*2006-2007*	*2008-2009 (before recosting)*	*2006-2007*	*2008-2009*
Non-post	409.4	453.7	—	—
Total	**409.4**	**453.7**	—	—

1.19 The amount of $453,700, reflecting an increase of $44,300, covers the payment of travel and subsistence allowance of the members of the Committee in accordance with the provisions of General Assembly resolutions 1798 (XVII) and 45/248. The increased requirement reflects the current pattern of expenditure.

4. United Nations Board of Auditors (including its secretariat)

Resource requirements (before recosting): $5,420,200

1.20 The Board of Auditors, which was established by the General Assembly in its resolution 74 (I), amended by its resolution 55/248, consists of the Auditors-General (or officers holding the equivalent title) of three Member States appointed by the Assembly subject to the terms and conditions set out in regulations 7.1 to 7.3 of the Financial Regulations and Rules of the United Nations. The Board audits the accounts of the United Nations and its funds and programmes, including all its trust funds and special accounts, and submits reports on those audits to the Assembly for its consideration. The main terms of reference of the Board are set out in regulations 7.4 to 7.12 and are elaborated upon further in the annex to the Financial Regulations. The Board, in addition to expressing an opinion on the financial statements, is required to make observations with respect to the efficiency of financial procedures, the accounting system, the internal financial controls and, in general, the administration and management of the United Nations.

1.21 Coordination with other audit activities in the United Nations system is ensured through the Panel of External Auditors, established by the General Assembly in its resolution 1438 (XIV), consisting of the members of the Board of Auditors and the appointed external auditors of the specialized agencies and of the International Atomic Energy Agency. The Board also coordinates its work with the Joint Inspection Unit and the internal audit services of the United Nations and its funds and programmes.

1.22 The secretariat of the Board provides substantive, technical and administrative support to the Board, its Audit Operations Committee and the Panel of External Auditors and its Technical Group, including research and analysis of documentation relevant to their activities. In addition, the secretariat of the Board makes arrangements for holding two sessions of the Board, one session of the Panel and one session of the Technical Group each year; develops the working papers and prepares reports in respect of items on the agenda of the sessions; prepares summary records of the meetings of the Board, the Panel, its Technical Group and the Audit Operations Committee; and provides liaison between those organs and other United Nations bodies.

1.23 On the basis of past experience, the Board anticipates that during the biennium it will submit some 35 reports to the legislative bodies and others, as well as approximately 220 management letters.

Table 1.11 **Resource requirements: United Nations Board of Auditors**

	Resources (thousands of United States dollars)		*Posts*	
Category	*2006-2007*	*2008-2009 (before recosting)*	*2006-2007*	*2008-2009*
Regular budget				
Post	1 269.7	1 269.7	6	6
Non-post	4 628.6	4 150.5	—	—
Subtotal	**5 898.3**	**5 420.2**	**6**	**6**
Extrabudgetary	12 652.9	15 048.8	1	1
Total	**18 551.2**	**20 469.0**	**7**	**7**

1.24 The amount of $5,420,200, reflecting a decrease of $478,100, provides for the regular budget share of audit fees to be paid to the members of the Board; the costs associated with their attendance at meetings of the Board and of the Panel of External Auditors; the continuation of six posts (1 D-1, 1 P-3 and 4 General Service (Other level)) for the secretariat of the Board; and related operational costs. The decrease under non-post resources relates to the reduced requirements for audit fees, partially offset by increased requirements for travel of staff and maintenance of office automation equipment.

1.25 Extrabudgetary resources relate to external audit fees paid directly from the respective budgets of other United Nations programmes and affiliated bodies and from ongoing peacekeeping missions as well as missions in liquidation, and direct charges to trust funds and technical cooperation projects.

5. United Nations Joint Staff Pension Board (including United Nations participation in the costs of the secretariat of the United Nations Joint Staff Pension Fund)

Resource requirements (before recosting): $10,784,500

1.26 The United Nations Joint Staff Pension Fund was established by the General Assembly in 1949 to provide retirement, death, disability and related benefits to the staff of the United Nations and such other organizations as might be admitted to its membership. In accordance with the regulations and rules adopted by the Assembly, the Fund is administered by the United Nations Joint Staff Pension Board, a staff pension committee for each member organization and a secretariat of the Board and each such committee. The Board has established a Standing Committee with the power to act on its behalf when it is not in session. In accordance with the request made by the Assembly at its forty-sixth session that its subsidiary bodies adjust their work programmes to conform to the biennial work programme of the Fifth Committee, it is anticipated that a regular session of the Board would be held only once during the biennium (in 2008) and its Standing Committee would meet in New York (in 2009). The Assembly exercises legislative authority on behalf of all participating organizations.

1.27 The expenses incurred by a staff pension committee in the administration of the regulations of a member organization are met by the general budget of that organization. Since the central secretariat of UNJSPF grew out of the secretariat of the United Nations Staff Pension Committee, however, it continued to handle pension administration for the United Nations by special arrangement with the United Nations Joint Staff Pension Board. For those services the United Nations reimburses the Fund in accordance with arrangements agreed upon by the two parties. The United Nations provides other services to the Fund, free of charge, such as staff payroll processing and training, personnel and procurement functions and other miscellaneous services, as required.

Table 1.12 **Resource requirements: United Nations Joint Staff Pension Board**

	Resources (thousands of United States dollars)		*Posts*	
Category	*2006-2007*	*2008-2009 (before recosting)*	*2006-2007*	*2008-2009*
Regular budget				
Non-post	10 784.5	10 784.5	—	—
Subtotal	**10 784.5**	**10 784.5**	—	—
Extrabudgetary	6 553.9	6 980.1	—	—
Total	**17 338.4**	**17 764.6**	—	—

1.28 The amount of $10,784,500 represents the cost of travel of representatives of the United Nations to meetings of the United Nations Joint Staff Pension Board and its Standing Committee ($230,900) and the regular budget share of the cost of the central secretariat of the Fund ($10,553,600). The total amount to be reimbursed by the United Nations for the central secretariat of the Fund, estimated at $16,967,200 (before recosting), is based on one third of the administrative budget of the Fund. Furthermore, in accordance with existing arrangements, an estimated 62.2 per cent of the costs to be borne by the United Nations will be covered by the regular budget, with the balance to be reimbursed by the funds and programmes.

1.29 The 2008-2009 estimates are based on the reports of the Standing Committee (A/60/183) and the Pension Board (A/61/9) to the General Assembly, as amended in line with the recommendations of the Advisory Committee on Administrative and Budgetary Questions (A/60/7/Add.7 and A/61/545) and as approved by the Assembly in its resolution 60/248 and 61/240.

1.30 The share of the funds and programmes in the costs to be borne by the United Nations is reflected under extrabudgetary resources.

1.31 At the time the present report was prepared, the proposed budget of UNJSPF for the biennium 2008-2009 had not yet been finalized. The estimates will therefore be subject to further revision in accordance with the administrative budget of the Fund for 2008-2009 and action taken by the General Assembly at its sixty-second session on the basis of such recommendations as the Standing Committee may make in 2007 with respect to that budget. A statement of administrative and financial implications would be submitted to the Assembly at its sixty-second session should the Standing Committee's recommendations involve expenditures different from those estimated here.

6. Committee for Programme and Coordination

Resource requirements (before recosting): $829,400

1.32 In its decision 42/450, the General Assembly decided that the Committee for Programme and Coordination should be composed of 34 States Members of the United Nations, elected for a three-year term on the basis of equitable geographical distribution. In paragraph 12 of its resolution 31/93, the Assembly authorized the payment of travel expenses (economy class airfare) and subsistence allowance (at the standard rate established for Secretariat officials plus 15 per cent) to the members of the Committee as a special exception to the basic principles contained in paragraph 2 of resolution 1798 (XVII). This arrangement was approved for an experimental period beginning in 1978 and was to have been reviewed by the Assembly at its thirty-fourth session. It has been assumed that, for the purpose of these budget estimates, the duration of the Committee's sessions will remain six weeks in the off-budget year and four weeks in the budget year.

Table 1.13 **Resource requirements: Committee for Programme and Coordination**

	Resources (thousands of United States dollars)		*Posts*	
Category	*2006-2007*	*2008-2009 (before recosting)*	*2006-2007*	*2008-2009*
Non-post	829.4	829.4	—	—
Total	**829.4**	**829.4**	—	—

1.33 The amount of $829,400 reflects the continuation of the arrangements called for by the General Assembly in the resolutions mentioned above. The proposed requirements reflect the current pattern of expenditure.

7. United Nations Administrative Tribunal

Resource requirements (before recosting): $1,827,400

1.34 The United Nations Administrative Tribunal is the independent organ competent to hear and pass judgement on applications alleging the non-observance of contracts of employment of staff

members of the United Nations Secretariat, including the International Criminal Tribunal for Rwanda and the International Tribunal for the Former Yugoslavia, or of their terms of appointment, as well as applications alleging the non-observance of the regulations and rules of UNJSPF arising out of decisions by the Fund. The Tribunal was established by the General Assembly in its resolution 351 A (IV) as the highest appellate body in the internal administration of justice system and the only body that issues binding judgements. The competence of the Tribunal extends to the secretariats of the associated programmes that are financed from voluntary contributions, such as the United Nations Development Programme, the United Nations Children's Fund, the United Nations Population Fund, the Office of the United Nations High Commissioner for Refugees and the United Nations Relief and Works Agency for Palestine Refugees in the Near East. Under article 14 of its Statute, the competence of the Tribunal extends to staff members of member organizations of the Pension Fund and to the staff of the Registry of the International Court of Justice.

1.35 It is composed of seven members, no two of whom may be nationals of the same State, who are appointed by the Assembly initially for four years and may be reappointed once. The Tribunal holds two sessions a year, one in Geneva (summer) and one in New York (autumn), each for a five-week period. It renders approximately 60 judgements per year. To date, the Tribunal has issued more than 1,250 judgements.

1.36 The Secretariat provides substantive, technical and administrative servicing of the sessions of the Tribunal, including legal research and analysis of precedents; prepares draft summaries of facts and contentions of parties for judgements to be rendered by the Tribunal; conducts analysis and research of documentation relevant to cases on appeal to the Tribunal; holds consultations with the administrations of subsidiary organs of the United Nations, the secretariat of UNJSPF, the administrations of the specialized agencies subject to the jurisdiction of the Tribunal, the Registries of the International Court of Justice and the International Tribunal for the Law of the Sea, and the International Seabed Authority; and conducts the external relations of the Tribunal, including with the secretariat of the International Labour Organization. During the biennium, the Secretariat will publish the recurrent publication *Judgements of the Administrative Tribunal* in English and French.

1.37 The administration of justice system stems from the immunity granted to international organizations. An international organization cannot be sued in a national court. At the same time, the Organization agrees to set up an internal justice system to resolve staff-management disputes, and to discipline staff members who are found guilty of wrongdoing. In the United Nations the system is as follows:

- Request for administrative review/investigation
- Joint Appeals Board/Joint Disciplinary Committee (peer review)
- Tribunal (appeal)

Table 1.14 **Resource requirements: United Nations Administrative Tribunal**

	Resources (thousands of United States dollars)		*Posts*	
Category	*2006-2007*	*2008-2009 (before recosting)*	*2006-2007*	*2008-2009*
Post	928.5	928.5	4	4
Non-post	898.9	898.9	—	—
Total	**1 827.4**	**1 827.4**	**4**	**4**

1.38 The amount of $928,500 would cover the continuation of four posts (1 P-5, 1 P-3 and 2 General Service (Other level)) for the secretariat of the Tribunal. In addition, an amount of $898,900 under non-post items would provide resources for general temporary assistance, consultants, travel of representatives, contractual services and other operational costs.

1.39 As indicated in paragraph 1.5, resource proposals contained in the note by the Secretary-General on the report of the Redesign Panel on the United Nations System of Administration of Justice have not been included in the present proposals for the United Nations Administrative Tribunal. Decisions of the General Assembly following consideration of the note and other reports requested in its resolution 61/261 would be reflected in the initial appropriation at the time of adoption of the programme budget for the biennium 2008-2009.

B. Secretary-General

Resource requirements (before recosting): $2,310,500

1.40 In accordance with Article 97 of the Charter of the United Nations, the Secretary-General, who is appointed by the General Assembly on the recommendation of the Security Council and who in turn appoints the staff, is the Chief Administrative Officer of the Organization. The Secretary-General also has an important political function by virtue of Article 99 of the Charter, as well as a role in all United Nations meetings and such other functions as are entrusted to him by other principal organs of the Organization, as provided for in Article 98.

1.41 As the Chief Administrative Officer of the Organization, the Secretary-General is entrusted with a broad range of responsibilities under the Charter. Within the sphere of competence of the office, the Secretary-General takes action, on his/her own initiative, on a wide range of political, economic, social and humanitarian questions, reporting to and requesting guidance from the General Assembly and the Security Council, as appropriate. The Secretary-General uses his/her best efforts to assist in settling disputes between States and may bring to the attention of the Council any matter that may threaten the maintenance of international peace and security. He/she plays a key role in efforts to ensure the observance of human rights. The Secretary-General provides policy direction to the departments, offices and other organizational units of the Secretariat in the execution of their functions, as well as guidance and coordination to the programmes and other elements of the Organization. In addition, as Chairman of the United Nations System Chief Executives Board for Coordination, the Secretary-General has a coordinating function in relation to the entire United Nations system of organizations.

Table 1.15 **Resource requirements: Secretary-General**

	Resources (thousands of United States dollars)		*Posts*	
Category	*2006-2007*	*2008-2009 (before recosting)*	*2006-2007*	*2008-2009*
Post	960.6	960.6	—	—
Non-post	1 349.9	1 349.9	—	—
Total	**2 310.5**	**2 310.5**	—	—

1.42 The amount of $2,310,500 would provide for the salary and allowances of the Secretary-General as well as travel requirements, general operating expenses, hospitality and furniture and equipment.

C. Executive direction and management

1.43 The provision of $34,737,100 under executive direction and management covers the requirements of the Executive Office of the Secretary-General, the offices of the Directors-General of the United Nations Offices at Geneva, Vienna and Nairobi, the United Nations Liaison Office at Addis Ababa and the Office of the Special Representative of the Secretary-General for Children and Armed Conflict. Those offices support the Secretary-General in his capacity as Chief Administrative Officer of the United Nations under Article 97 of the Charter by assisting in the establishment of general policy and in the exercise of executive direction in relation to the work of the Secretariat, the United Nations funds and programmes and other entities within the Organization; in supervising and coordinating the work of the Organization pursuant to his/her decisions and to the relevant directives of the intergovernmental bodies concerned; in relations with the press and the public; in inter-agency coordination functions in relation to the United Nations system of organizations, regional organizations and non-governmental organizations; in relations with the principal organs of the United Nations and host Governments and in contacts with Governments and delegations under Articles 98 and 99 of the Charter.

Table 1.16 **Resource requirements by component**

(Thousands of United States dollars)

(1) *Regular budget*

Component	*2004-2005 expenditure*	*2006-2007 appropriation*	*Resource growth*		*Total before recosting*	*Recosting*	*2008-2009 estimate*
			Amount	*Percentage*			
1. Executive Office of the Secretary-General	25 175.3	26 822.6	(2 970.9)	(11.1)	23 851.7	1 356.0	25 207.7
2. Office of the Director-General, United Nations Office at Geneva	5 315.9	5 606.2	(18.2)	(0.3)	5 588.0	233.1	5 821.1
3. Office of the Director-General, United Nations Office at Vienna	2 044.3	2 416.3	—	—	2 416.3	122.4	2 538.7
4. Office of the Director-General, United Nations Office at Nairobi	543.5	857.4	—	—	857.4	90.7	948.1
5. United Nations Liaison Office at Addis Ababa	636.0	572.1	—	—	572.1	45.8	617.9
6. Office of the Special Representative of the Secretary-General for Children and Armed Conflict	738.7	2 916.5	(1 464.9)	(50.2)	1 451.6	82.1	1 533.7
Subtotal	**34 453.6**	**39 191.1**	**(4 454.0)**	**(11.4)**	**34 737.1**	**1 930.1**	**36 667.2**

(2) *Extrabudgetary*

	2004-2005 expenditure	*2006-2007 estimate*	*2008-2009 estimate*
Subtotal	**6 104.3**	**13 199.4**	**8 732.6**
Total	**40 557.9**	**52 390.5**	**45 399.8**

Table 1.17 **Post requirements**

	Established regular budget posts		*Temporary posts*					
			Regular budget		*Extrabudgetary*		*Total*	
Category	*2006-2007*	*2008-2009*	*2006-2007*	*2008-2009*[a]	*2006-2007*	*2008-2009*	*2006-2007*	*2008-2009*
Professional and above								
DSG	1	1	—	—	—	—	1	1
USG	2	2	1	1	—	—	3	3
ASG	2	2	—	—	—	—	2	2
D-2	6	5	—	—	—	—	6	5
D-1	9	9	—	—	1	1	10	10
P-5	14	14	1	1	2	2	17	17
P-4/3	20	17	3	3	1	1	24	21
P-2/1	3	3	—	—	—	—	3	3
Subtotal	**57**	**53**	**5**	**5**	**4**	**4**	**66**	**62**
General Service								
Principal level	11	9	1	1	—	—	12	10
Other level	54	50	2	2	6	6	62	58
Subtotal	**65**	**59**	**3**	**3**	**6**	**6**	**74**	**68**
Other								
Local level	2	2	—	—	—	—	2	2
Subtotal	**2**	**2**	**—**	**—**	**—**	**—**	**2**	**2**
Total	**124**	**114**	**8**	**8**	**10**	**10**	**142**	**132**

[a] Relates to the provision of posts for 2008 only for the Office of the Special Representative of the Secretary-General for Children and Armed Conflict.

Distribution of resources by organizational unit

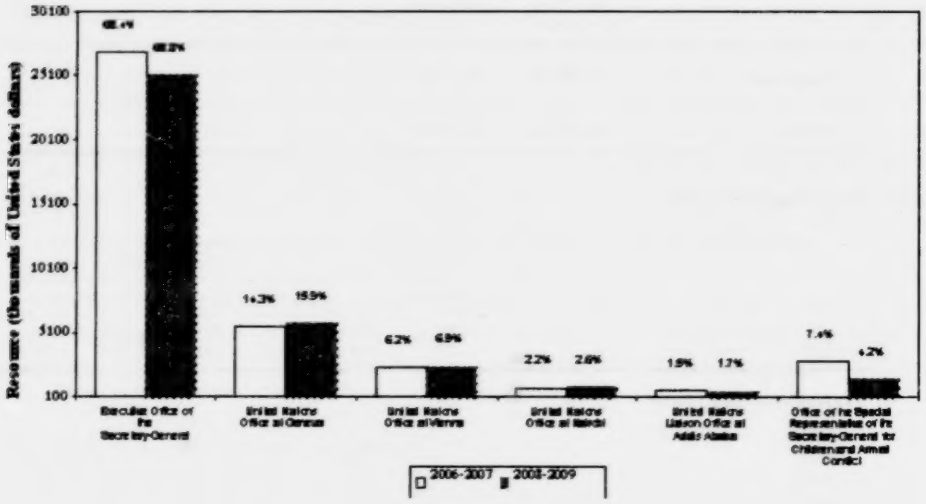


Table 1.18 **Objectives for the biennium, expected accomplishments and indicators of achievement**

Objective of the Organization: To ensure that the policies and directives of Member States are translated into action in an effective and efficient manner and to act as a catalyst in the process of reform.

Expected accomplishments of the Secretariat	Indicators of achievement
(a) Improved ability of the Secretary-General, the Security Council, the General Assembly, the Economic and Social Council and other intergovernmental bodies to make fully informed decisions on issues relating to their sphere of competence	(a) Positive feedback from the Secretary-General, the Security Council, the General Assembly, the Economic and Social Council and other intergovernmental bodies on advice, reports and proposals related to activities within their sphere of competence
(b) Identification of emerging issues that require attention by Member States	(b) Increased number of occasions whereby Member States address issues that have been brought to their attention
(c) Enhanced policy coherence in the management of the activities of the United Nations	(c) Increased number of activities carried out in collaboration with other entities
(d) Increased cooperation between the United Nations and host Governments, regional organizations, non-governmental organizations and civil society	(d) Increased participation in and support of the work of the United Nations

(e) Efficient management of United Nations offices, supported by staff and financial resources	(e) (i) Timely implementation of the Secretary-General's reform plan (ii) Strengthened United Nations presence in the countries where United Nations offices are located (iii) Efficient utilization of resources

1. Executive Office of the Secretary-General

Resource requirements (before recosting): $23,851,700

1.44 The Executive Office of the Secretary-General assists the Secretary-General in the establishment of general policy and in the executive direction, coordination and expeditious performance of the work of the Secretariat and of the programmes and other elements of the Organization, as well as in contacts with Governments, delegations, the press and the public. It further assists the Secretary-General with strategic planning, political, economic and inter-agency affairs, peacebuilding strategies for Africa and protocol, liaison and representation functions. It also oversees the Organization's role in development financing and follow-up to the Millennium Declaration and provides guidance and coordination in the implementation of Organization-wide reform efforts. The resources of the Office also provide for the post of Deputy Secretary-General. The functions and responsibilities of the Deputy Secretary-General are defined in paragraph 1 of General Assembly resolution 52/12 B. Furthermore, resources for the Executive Office of the Secretary-General include requirements for the Strategic Planning Unit and the Scheduling Office.

1.45 For 2008-2009, the Secretary-General has decided that the functions related to the Protocol and Liaison Service would be placed in the Department for General Assembly and Conference Management in connection with the restructuring of the Executive Office of the Secretary-General.

Table 1.19 **Resource requirements: Executive Office of the Secretary-General**

	Resources (thousands of United States dollars)		*Posts*	
Category	*2006-2007*	*2008-2009 (before recosting)*	*2006-2007*	*2008-2009*
Regular budget				
Post	22 534.8	20 661.8	90	80
Non-post	4 287.8	3 189.9	—	—
Subtotal	**26 822.6**	**23 851.7**	**90**	**80**
Extrabudgetary	11 092.4	7 592.6	7	7
Total	**37 915.0**	**31 444.3**	**97**	**87**

1.46 The amount of $20,661,800 would provide for the continuation of 80 posts in the Office (1 Deputy Secretary-General, 1 Under-Secretary-General, 2 Assistant Secretaries-General, 5 D-2, 6 D-1, 8 P-5, 7 P-4, 5 P-3, 2 P-2, 6 General Service (Principal level) and 37 General Service (Other level)). The overall reduction is the net result of: (a) the outward redeployment of 11 posts (1 D-2, 1 P-5, 1 P-4, 2 P-3, 2 General Service (Principal level) and 4 General Service (Other level)) related

to the Protocol and Liaison Service to the Department for General Assembly and Conference Management; (b) the inward redeployment of one P-5 post from the Office of the Under-Secretary-General for Management to implement paragraph 17 of General Assembly resolution 59/283, in which the Assembly requested the transfer of the responsibility for formulating decisions on appeals from the Department of Management to the Executive Office of the Secretary-General; and (c) the delayed impact related to the establishment of a new Assistant Secretary-General post of Chief Information Technology Officer approved for the biennium 2006-2007.

1.47 It is recalled that in the report of the Secretary-General on investing in information and communications technology (A/61/765), it is recommended that an Office of Information and Communications Technology to be headed by the Chief Information Technology Officer be established and located in the Department of Management. Any decision of the General Assembly on the report would be incorporated in the budget appropriation at the time of adoption of the programme budget for the biennium 2008-2009 in December 2007.

1.48 Under non-post objects of expenditure, the resources relate to, inter alia, general temporary assistance, consultants, travel of staff and other operational costs. The overall reduction in the level of resources under non-post objects is attributable mainly to the one-time provision under unforeseen and extraordinary expenses for the activities carried out by the Special Adviser of the Secretary-General on peace and policy matters relating to his good offices during 2006 and the redeployment of resources related to the Protocol and Liaison Service to the Department for General Assembly and Conference Management.

2. Office of the Director-General, United Nations Office at Geneva

Resource requirements (before recosting): $5,588,000

1.49 The Office of the Director-General of the United Nations Office at Geneva provides the Secretary-General with advice in the discharge of his/her responsibilities in relations with permanent missions and regional organizations; deals with the host-country authorities in matters relating to the relevant privileges and immunities of the staff of the United Nations system in Switzerland; maintains cooperation with the specialized agencies and programmes based in Switzerland and elsewhere in Europe, as well as with other intergovernmental and non-governmental organizations and established institutions; undertakes special political assignments and representation, as requested; and is responsible for the overall management of the United Nations Office at Geneva.

1.50 The Under-Secretary-General, Director-General of the United Nations Office at Geneva, carries out the functions of the Office as described in the Secretary-General's bulletin on the organization of the United Nations Office at Geneva (ST/SGB/2000/4). As the largest United Nations office in Europe, it is well positioned to continue actively to promote the role of the Organization, through effective liaison and representation, with permanent missions, the host Government and other Governments and to develop initiatives to strengthen relationships and to exchange information between Geneva-based institutions and established European-based intergovernmental bodies, non-governmental organizations and other institutions.

1.51 The core functions of the Office include maintaining liaison with permanent missions, academic institutions and non-governmental organizations in consultative status with the Economic and Social Council; carrying out responsibilities entrusted to the Director-General of the Conference on Disarmament; performing protocol and liaison functions with the host country and the Geneva Diplomatic Committee; cooperating with regional mechanisms; analysing subregional, regional, international security and political issues; assisting on legal matters and maintaining liaison with the host country on privileges and immunities and other questions affecting United Nations

agreements; arranging consultations with respect to the United Nations programmes in Geneva; maintaining liaison and cooperating with heads of specialized agencies; and representing the United Nations at meetings of the legislative bodies of the Geneva-based organizations and at the meetings of the United Nations System Chief Executives Board for Coordination. While maintaining the role of the United Nations Office at Geneva as a centre of international diplomacy, the Office of the Director-General is also leading the reform process in line with the priorities of the Secretary-General.

1.52 In the context of the reform of the Organization, the management and support functions would continue to guide improvements in the effectiveness and quality of services provided in the areas of conference services, human resources, finance and information technology management.

Table 1.20 **Resource requirements: Office of the Director-General, United Nations Office at Geneva**

	Resources (thousands of United States dollars)		*Posts*	
Category	*2006-2007*	*2008-2009 (before recosting)*	*2006-2007*	*2008-2009*
Regular budget				
Post	5 379.5	5 379.5	19	19
Non-post	226.7	208.5	—	—
Subtotal	**5 606.2**	**5 588.0**	**19**	**19**
Extrabudgetary	512.0	520.0	3	3
Total	**6 118.2**	**6 108.0**	**22**	**22**

1.53 The amount of $5,379,500 under posts would provide for the continued funding of 19 posts (1 Under-Secretary-General, 2 D-1, 2 P-5, 2 P-4, 1 P-3, 1 P-2, 2 General Service (Principal level) and 8 General Service (Other level)) as indicated in table 1.20. The related non-post requirements of $208,500, reflecting a decrease of $18,200, would provide for general temporary assistance, overtime, travel of staff and other operational costs, such as general operating expenses, supplies and materials and furniture and equipment. The reduced requirement is attributable mainly to lower requirements for office automation equipment.

3. Office of the Director-General, United Nations Office at Vienna

Resource requirements (before recosting): $2,416,300

1.54 The functions of the Office of the Director-General are outlined in the Secretary-General's bulletin on the organization of the United Nations Office at Vienna (ST/SGB/2004/5). The coordination of the activities of the Office is entrusted to the Director-General, who is responsible for the Secretary-General's representation in Vienna, the executive direction and management of the United Nations Office at Vienna, including the Office for Outer Space Affairs and the United Nations Information Service, and the maintenance of liaison with the host Government, permanent missions, non-governmental organizations and United Nations entities in Vienna. The responsibilities of the Director General are combined with those of the Executive Director of the United Nations Office on Drugs and Crime. The Office of the Executive Director is integrated with

that of the Director-General and is supported by resources of the United Nations Office on Drugs and Crime. The core functions of the Office of the Director-General itself are as follows:

(a) To assist the Director-General in the executive direction and management of the United Nations Office at Vienna and in coordinating the activities of its units;

(b) To cooperate with the host Government and to provide protocol services to the United Nations offices in Vienna, including processing letters of credentials for the heads of permanent missions in Vienna and maintaining liaison with non-governmental organizations in consultative status with the Economic and Social Council;

(c) To represent the Legal Counsel in Vienna, assist the Director-General on all legal matters and provide legal services for entities of the United Nations Secretariat in Vienna;

(d) To arrange for representation of the United Nations at meetings and conferences held in Vienna;

(e) To coordinate with the United Nations Industrial Development Organization, the International Atomic Energy Agency (IAEA) and the Preparatory Commission of the Comprehensive Nuclear-Test-Ban Treaty Organization on common policy matters affecting the entities based in Vienna;

(f) To maintain liaison with the Executive Office of the Secretary-General and other Secretariat units at Headquarters.

Table 1.21 **Resource requirements: Office of the Director-General, United Nations Office at Vienna**

	Resources (thousands of United States dollars)		*Posts*	
Category	*2006-2007*	*2008-2009 (before recosting)*	*2006-2007*	*2008-2009*
Post	2 225.2	2 225.2	10	10
Non-post	191.1	191.1	—	—
Total	**2 416.3**	**2 416.3**	**10**	**10**

1.55 The amount of $2,416,300 provides for the continuation of 10 posts (2 P-5, 1 P-4, 1 P-3, 1 General Service (Principal level) and 5 General Service (Other level)) as indicated in table 1.21 above, and non-post objects of expenditure, such as general temporary assistance and overtime, travel of staff and other operational costs, including reimbursement of IAEA for printing services provided to the Office of the Director-General.

4. Office of the Director-General, United Nations Office at Nairobi

Resource requirements (before recosting): $857,400

1.56 The functions of the Office of the Director-General are outlined in the Secretary-General's bulletin on the organization of the United Nations Office at Nairobi (ST/SGB/2000/13). The Director-General is responsible for all activities of the Office and serves as the representative of the Secretary-General; performs representation and liaison functions with the host Government, permanent missions and intergovernmental and non-governmental organizations based in Nairobi; and provides executive direction and management of the Office, including the programmes of

administration and conference services, other support and common services and the United Nations Information Centre in Nairobi. The responsibilities of the Director-General are combined with those of the Executive Director of the United Nations Human Settlements Programme (UN-Habitat). The functions of the Office are as follows:

(a) To assist the Director-General in all functions, including ad hoc responsibilities assigned by the Secretary-General;

(b) To cooperate with the host Government and to provide protocol services for the United Nations Office at Nairobi, including processing letters of credentials for the heads of permanent missions in Nairobi;

(c) To provide legal advisory services for the Office, the United Nations Environment Programme and UN-Habitat;

(d) To maintain liaison with the Executive Office of the Secretary-General and Headquarters-based Secretariat units.

Table 1.22 **Resource requirements: Office of the Director-General, United Nations Office at Nairobi**

	Resources (thousands of United States dollars)		*Posts*	
Category	*2006-2007*	*2008-2009 (before recosting)*	*2006-2007*	*2008-2009*
Post	755.6	755.6	3	3
Non-post	101.8	101.8	—	—
Total	**857.4**	**857.4**	**3**	**3**

1.57 The amount of $857,400 would provide for the continuation of three posts (2 P-5 and 1 Local level) and non-post resources related to general temporary assistance, overtime, travel and other operational costs, such as general operating expenses, supplies and materials and furniture and equipment.

5. United Nations Liaison Office at Addis Ababa

Resource requirements (before recosting): $572,100

1.58 The Secretary-General, in his report entitled "An Agenda for Peace" (A/47/277-S/24111), stressed that preventive diplomacy and peacemaking were the most cost-effective ways in which the United Nations could contribute to the maintenance of international peace and security and thus forestall the suffering and destruction that inevitably occurred when disputes degenerated into armed conflict.

1.59 In order to strengthen cooperation between the African Union (formerly the Organization of African Unity) and the United Nations in the areas of peace and development, the establishment of a liaison office at Addis Ababa was proposed for the biennium 1998-1999 (A/52/6/Rev.1; see also A/52/303 and Add.1). The resources were made available to the Office through the redeployment of one post at the D-1 level from the Department of Political Affairs and the conversion of one General Service post from that department to a Local level post. The General Assembly, in section III, paragraph 23, of its resolution 52/220, decided that the status of the liaison office at Addis

Ababa, as proposed in paragraph 2.50 of the proposed programme budget for the biennium 1998-1999, should be a United Nations office at Addis Ababa and that it should be transferred from section 2A, Political affairs, to section 1A, Overall policymaking, direction and coordination. Accordingly, the Office continues to be reflected under section 1.

1.60 The functions of the Office, as outlined in paragraph 2 of annex II to resolution 52/220, are as follows:

(a) To facilitate the exchange of information and the coordination of initiatives and efforts in the areas of preventive diplomacy and peacemaking, as well as in the democratization process in Africa, following closely the deliberations of the Mechanism for Conflict Prevention, Management and Resolution of the African Union and advising Headquarters of political initiatives of concern to the United Nations discussed by the Mechanism; carrying out liaison with the African Union Division for Conflict Resolution and the Department of Political Affairs at large, with a view to enhancing cooperation on specific political issues of priority concern to the United Nations and the African Union; and supporting the activities of the joint United Nations/African Union special representatives;

(b) To coordinate the implementation of the programmes of cooperation between the United Nations system and the African Union agreed to at the annual meetings of the two secretariats;

(c) To perform such representational functions as may be required and necessary at relevant meetings of the African Union held at Addis Ababa.

1.61 The Security Council, in its resolution 1197 (1998), endorsed the establishment of a United Nations Preventive Action Liaison Office in the Organization of African Unity (OAU) and urged the Secretary-General to consider ways of making that office more effective and also the possibility of appointing liaison officers to peacekeeping operations of OAU and of subregional organizations in Africa that were authorized by the Council. In its resolution 53/91, the General Assembly welcomed the decision of the Secretary-General to establish a liaison office with OAU in Addis Ababa.

1.62 During the biennium 2008-2009, the Office will continue to coordinate and harmonize the political policies and activities of concern to the United Nations and the African Union, in particular the latter's Mechanism for Conflict Prevention, Management and Resolution; to support activities of the Secretary-General's special envoys and special representatives in their work with the African Union; to represent the Secretariat; and to apprise the African Union of action taken by the United Nations to address the humanitarian aspects of crises in Africa.

Table 1.23 **Resource requirements: United Nations Liaison Office at Addis Ababa**

	Resources (thousands of United States dollars)		*Posts*	
Category	*2006-2007*	*2008-2009 (before recosting)*	*2006-2007*	*2008-2009*
Post	505.5	505.5	2	2
Non-post	66.6	66.6	—	—
Total	**572.1**	**572.1**	**2**	**2**

1.63 The amount of $572,100 reflects the continuation of provisions for two posts (1 D-1 and 1 Local level) and related costs for travel, general operating expenses and general temporary assistance.

6. Office of the Special Representative of the Secretary-General for Children and Armed Conflict

Resource requirements (before recosting): $1,451,600

1.64 The overarching objective of the work of the Office of the Special Representative of the Secretary-General for Children and Armed Conflict is to promote the protection of all children affected by armed conflict. This objective is in line with various General Assembly resolutions and more recently the commitment of Member States to promote and protect the rights and welfare of children in armed conflicts, as called for in the 2005 World Summit Outcome (General Assembly resolution 60/1), and other legal frameworks and initiatives.

1.65 The General Assembly resolution establishing the initial mandate of the Special Representative (51/77) stemmed from a comprehensive report on the impact of armed conflict on children (A/51/306 and Add.1). The General Assembly has since extended the mandate of the Special Representative on three occasions, most recently in its resolution 60/231. The current mandate runs until December 2008.

1.66 Key elements of the mandate of the Special Representative are: (a) to serve as a moral voice and independent advocate for the protection and well-being of children affected by armed conflict; (b) to advocate for, build awareness about and give prominence to the rights and protection of children affected by armed conflict; (c) to work with partners to propose ideas and approaches to enhance the protection of children and to promote a more concerted protection response; and (d) to undertake humanitarian and diplomatic initiatives to facilitate the work of operational actors on the ground.

1.67 In addition, in successive resolutions (1261 (1999), 1314 (2000), 1379 (2001), 1460 (2003), 1539 (2004) and 1612 (2005)), the Security Council has called upon the Secretary-General to take measures for the protection of children in armed conflict and has called for annual reports on the implementation of such measures. In the most recent resolution, 1612 (2005), the Council called for the implementation of a monitoring and reporting mechanism on children and armed conflict and the creation of a Security Council working group to review the reports stemming from the mechanism. The Office of the Special Representative has been given responsibility for drafting, in consultation with relevant partners, the Secretary-General's annual reports to the Council on children and armed conflict as well as the reports to the Council's Working Group on Children and Armed Conflict. The Special Representative, as convenor of the Task Force on Children and Armed Conflict, ensures that there is a consultative process in the compilation of reports and that timely, reliable and high-quality reports are prepared.

1.68 In pursuing the objectives of the programme of work, the Office of the Special Representative will pursue the following strategic approaches:

(a) Monitoring the situation of children affected by armed conflict and reporting to the General Assembly, the Security Council and other destinations for action, including the Human Rights Council and the International Criminal Court;

(b) High-level advocacy to promote awareness and support for global initiatives to end grave violations against children affected by armed conflict;

(c) Working in consultation and partnership with key stakeholders, including Member States, regional organizations, United Nations system partners, civil society organizations and non-governmental organizations, with a view to mainstreaming concerns in the area of children and armed conflict into the policy and strategic considerations of those bodies;

(d) Creating awareness about other protection issues related to children and armed conflict, including post-conflict situations and the specific needs of internally displaced children, the girl child and other emerging concerns.

1.69 The Office of the Special Representative does not have an operational presence in countries away from Headquarters. Country visits of the Special Representative to meet with Governments, parties to conflict, country teams and civil society organizations to observe first-hand the situation of children affected by armed conflict are essential for the Special Representative to carry out his/her mandate. When called upon, the Special Representative also serves as a facilitator, undertaking humanitarian and diplomatic initiatives to foster international cooperation and facilitate the work of operational actors on the ground with regard to children and armed conflict.

1.70 The Office of the Special Representative assists the Under-Secretary-General in discharging his/her responsibilities and in meeting the expected accomplishments indicated under the programme of work.

Table 1.24 **Objectives for the biennium, expected accomplishments and indicators of achievement**

Objective of the Organization: To promote the protection of all children affected by armed conflict.

Expected accomplishments of the Secretariat	Indicators of achievement
(a) Enhanced global awareness of the situation of children and armed conflict, including protection rights and reintegration needs both during and after conflict situations	(a) (i) Political support for resolutions supporting efforts to protect children and armed conflict (ii) Increased donor support for children and armed conflict/child protection interventions, including reintegration efforts (iii) Increased media coverage on children and armed conflict
(b) Strengthened international protection regime to end grave violations against children in armed conflict	(b) (i) Increased number of accessions to the Optional Protocol to the Convention on the Rights of the Child on the Involvement of Children in Armed Conflict (ii) Graduated targeted measures against repeat offenders (iii) Expanding the monitoring and reporting mechanism under Security Council resolution 1612 (2005) to cover a greater number of situations of concern (iv) Development of action plans by parties to conflict to end the recruitment and use of children in conflict

External factors

1.71 The programme of work is expected to achieve its objectives and expected accomplishments on the assumption that States see a convergence between their national interests and the upholding of the international protection regime and there is continued political will of all destinations for action to work towards ending the impunity of persistent violators of children's rights in situations of armed conflict.

Outputs

1.72 During the biennium 2008-2009, the following outputs will be delivered:

(a) Parliamentary documentation:

(i) Comprehensive annual report of the Special Representative of the Secretary-General on Children and Armed Conflict to the General Assembly (2);

(ii) Annual report of the Special Representative to the Human Rights Council (2);

(iii) Annual report of the Secretary-General to the Security Council (2);

(iv) Reports on situations of concern as required by the Security Council Working Group on Children and Armed Conflict;

(v) "Horizontal notes" to the Working Group updating the Council on situations of concern;

(b) Other substantive activities:

(i) Establishment of a monitoring and reporting mechanism to monitor all six grave violations against children in all situations of concern as agreed with the Council;

(ii) Creation of a broad coalition of support among Member States, non-governmental organizations and other civil society groups for issues relating to children and armed conflict within the General Assembly, the Human Rights Council, the Security Council and other destinations for action;

(iii) High-level field visits on behalf of the Secretary-General resulting in commitments by parties to end abusive practices;

(iv) Briefings and consultations with Member States resulting in consolidated support for the agenda;

(v) Communications strategy to enhance advocacy efforts, including: the website of the Office of the Special Representative of the Secretary-General on Children and Armed Conflict; press releases and press conferences; the development and dissemination of brochures, newsletters and other communications tools to partners and targeted audiences; special events; and regular briefings of civil society groups, including students and academics;

(vi) Organization of Task Force on children on armed conflict meetings (4 per year);

(vii) Provision of policy support and advocacy on issues relating to children and armed conflict to Secretariat staff as required, with a view to further mainstreaming of protection and reintegration issues in peacekeeping and peacebuilding operations, including child protection advisers and child protection focal points;

(viii) Research, studies, seminars;

(ix) User-friendly version of the 10-year strategic review of the report on children and armed conflict prepared by Graça Machel (A/51/306).

Table 1.25 **Resource requirements: Office of the Special Representative of the Secretary-General for Children and Armed Conflict**

	Resources (thousands of United States dollars)		*Posts*	
Category	*2006-2007*	*2008-2009 (before recosting)*	*2006-2007*	*2008-2009*
Regular budget				
Post	2 345.5	1 158.2	8	8
Non-post	571.0	293.4	—	—
Subtotal	**2 916.5**	**1 451.6**	**8**	**8**
Extrabudgetary	1 595.0	620.0	—	—
Total	**4 511.5**	**2 071.6**	**8**	**8**

1.73 The amount of $1,451,600, reflecting a decrease of $1,464,900, would provide for the continued funding of eight temporary posts (1 Under-Secretary-General, 1 P-5, 2 P-4, 1 P-3, 1 General Service (Principal level) and 2 General Service (Other level)) and non-post objects of expenditure related to, inter alia, general temporary assistance, overtime, consultants, travel of staff, contractual services and other operational costs for 2008 only. The overall reduction reflects the provision of resources for 2008 only in accordance with the current mandate of the Office.

D. Office of the Ombudsman

Resource requirements (before recosting): $2,378,600

1.74 The Office of the United Nations Ombudsman was established in the Office of the Secretary-General, in 2002 by General Assembly resolutions 55/258 and 56/253 to make available the services of an impartial and independent person to address the employment-related problems of staff members, including matters pertaining to conditions of employment, administration of benefits, managerial practices and professional and staff relations matters. In the performance of his/her duties, the Ombudsman is independent of any United Nations organ or official. The terms of reference of the Office are set out in the Secretary-General's bulletin on the Office of the Ombudsman (ST/SGB/2002/12). The Ombudsman, as a designated neutral party, does not assume the role of advocate for any party. The Ombudsman advises staff of their options and of the different avenues open to them, and facilitates conflict resolution, using any appropriate means for the primary objective of settling conflicts between parties and of obviating recourse to the formal grievance process.

1.75 The Ombudsman maintains strict confidentiality concerning matters brought to his/her attention and will not divulge the identity of a staff member who seeks the assistance of the Office without the authorization of that staff member. All interactions with the Ombudsman are voluntary. A staff member who brings a matter to the attention of the Ombudsman or provides information to the Ombudsman shall not be subject to reprisals because of such action. Since its inception in October 2002, a total of 2,218 staff members (138 in 2002, 405 in 2003, 420 in 2004, 633 in 2005 and 622

in 2006) have sought the assistance of the Ombudsman's Office. Over 70 per cent of all cases closed had a resolution that satisfied the staff member concerned.

1.76 The constituency of the Office is estimated at 33,000 staff worldwide. Of those, about 20 per cent (or 6,700) are located at Headquarters, 32 per cent (or 10,500) are at offices away from Headquarters and 48 per cent (or 15,800) are at field missions. Approximately 66 per cent of staff members in the field (or 10,400) are locally recruited. In 2003, the Office received 405 cases and in 2004, 420. The number of cases reached 633 in 2005 and 622 in 2006. This figure represents about 1.6 per cent of the total staff under the scope of the Office per year.

1.77 In 2002, 60 per cent of the callers and visitors were from Headquarters. In subsequent years, owing largely to the increase in outreach and communications efforts with staff away from Headquarters, cases were distributed more evenly. By 2006, with 30 per cent came from Headquarters, 31 per cent from offices away from Headquarters and 39 per cent from peacekeeping missions. It is expected that as the Ombudsman's Office becomes better known, the number of cases coming from those offices and missions will increase.

1.78 The underrepresentation of national staff has been a concern since the Office's inception. The intense outreach effort aimed at peacekeeping missions has proved fruitful. The percentage of national staff has increased regularly, from 2 per cent in 2002 to 6 in 2006. This effort should be maintained: the United Nations employs approximately 10,400 national staff members in the different peacekeeping missions, representing almost 32 per cent of the total constituency.

1.79 While the response to the establishment of the Office has been extremely positive, its impact could be vastly improved by the development of regional outposts. The role of the Ombudsman still needs to be better understood by staff at all levels. It can bring great benefits to the Organization, not least through the resolution of employment-related conflicts at an early stage, thereby saving the Organization and its staff from damaging and costly disputes.

1.80 During the biennium 2008-2009, the Ombudsman will:

(a) Continue to ensure its core function of handling clients' cases, as it is expected that the flow of requests of assistance will increase as the Office consolidates its presence;

(b) Conduct an assessment of the hidden costs of conflicts, including the loss of working hours, increased medical leave and low morale and productivity, using experts in the field of conflict management;

(c) Strengthen its communication and outreach strategy and provide information on the role of the Ombudsman and other conflict management resources by revamping its website and holding several informational events as well as visits outside Headquarters;

(d) Provide better access to all staff members and expand the coverage outside Headquarters in order to ensure a truly system-wide conflict resolution system, taking into account the complexity of the constituency of the Office and its worldwide dispersion, as well as the need to further establish the Office as a system-wide mechanism for conflict resolution;

(e) Improve its internal confidential database system as a key tool for case management, trend analysis and reporting;

(f) Promote an integrated systems approach to conflict management and provide support for the strengthening of all existing informal conflict mechanisms;

(g) Continue the training of Ombudsmen and the building up of the Office's capacity in conflict resolution and mediation skills;

(h) Continue liaison with all sources of related assistance in the system;

(i) Monitor its performance, and undertake a midterm assessment during the budget period;

(j) Play a leadership role within the United Nations system and the Bretton Woods institutions in promoting and facilitating coherence, mutual support and harmonization of practice within the scope of activities of the Ombudsman.

Table 1.26 **Objectives for the biennium, expected accomplishments, indicators of achievement and performance measures**

Objective of the Organization: To continue encouraging an organizational value and preventive institutional approach to conflict management and conflict resolution by providing independent and confidential assistance to all staff with employment problems.

Expected accomplishments of the Secretariat	Indicators of achievement
Consolidated practice of informal conflict resolution system-wide	(a) The number of conflicts referred to the Ombudsman for which the Ombudsman facilitated resolution
	Performance measures
	2004-2005: 1,053 cases
	Estimate 2006-2007: 1,340 cases
	Target 2008-2009: 1,500 cases
	(b) 100 per cent of cases addressed and action taken within 30 days
	Performance measures
	2004-2005: 100 per cent
	Estimate 2006-2007: 100 per cent
	Target 2008-2009: 100 per cent
	(c) Increase in the number of cases mediated
	Performance measures
	2004-2005: 11 cases
	Estimate 2006-2007: 16 cases
	Target 2008-2009: 50 cases

Outputs

1.81 During the biennium 2008-2009, the following outputs will be achieved:

(a) Servicing of more than 1,000 cases distributed proportionately across all offices except at Headquarters and peacekeeping missions and informal resolution of at least 700 cases;

(b) Continuous identification of systemic issues affecting staff;

(c) Continuous update of staff worldwide on the role and activities of the Office of the Ombudsman.

Table 1.27 **Resource requirements: Office of the Ombudsman**

	Resources (thousands of United States dollars)		*Posts*	
Category	*2006-2007*	*2008-2009 (before recosting)*	*2006-2007*	*2008-2009*
Regular budget				
Post	1 798.5	2 200.0	7	7
Non-post	178.6	178.6	—	—
Subtotal	**1 977.1**	**2 378.6**	**7**	**7**
Extrabudgetary	653.2	710.4	2	2
Total	**2 630.3**	**3 089.0**	**9**	**9**

1.82 The amount of $2,200,000 under posts, reflecting growth of $401,500, provides for the continuation of seven posts (1 Assistant Secretary-General, 1 D-1, 1 P-5, 1 P-4, 1 P-3 and 2 General Service (Other level)). The increased requirements relate to the delayed impact of four new posts (1 P-5, 1 P-3 and 2 General Service (Other level)) approved for the biennium 2006-2007.

1.83 Under non-post objects of expenditure, the provisions relate to, inter alia, the travel of the Ombudsman and his/her staff, general operating expenses and other operational requirements.

1.84 As indicated in paragraph 1.5, resource proposals contained in the note of the Secretary-General on the report of the Redesign Panel on the United Nations System of Administration of Justice have not been included in the present proposals for the Office of the Ombudsman. Any decisions of the General Assembly following consideration of the note and other reports requested in its resolution 61/261 would be reflected in the appropriation at the time of adoption of the programme budget for the biennium 2008-2009.

E. Ethics Office

Resource requirements (before recosting): $2,936,700

1.85 The Secretary-General established an independent Ethics Office in the Secretariat pursuant to the 2005 World Summit Outcome (General Assembly resolution 60/1, paragraph 161 (d)), wherein the General Assembly welcomed the Secretary-General's efforts to ensure ethical conduct, more extensive financial disclosure for United Nations officials and enhanced protection for those who reveal wrongdoing within the Organization. The establishment of the Ethics Office was welcomed by the Assembly in its resolution 60/254, in the context of the overall Secretariat and management reform initiatives.

1.86 The objectives of the Ethics Office, which are detailed in Secretary-General's bulletin ST/SGB/2005/22, are to assist the Secretary-General in ensuring that all staff members observe and perform their functions consistent with the highest standards of integrity, as envisaged in the Charter of the United Nations. The Ethics Office reports directly to the Secretary-General and does not replace any existing mechanism available to staff for the reporting of misconduct or the resolution of grievances.

1.87 The main areas of responsibility of the Ethics Office are as follows:

(a) Providing confidential advice and guidance to staff on ethical issues (such as conflicts of interest), including administering an ethics helpline;

(b) Administering the Organization's financial disclosure programme;

(c) Undertaking the responsibilities assigned to it under the Organization's policy for the protection of staff against retaliation for reporting misconduct and for cooperating with duly authorized audits and investigations;

(d) Developing standards, training and education on ethics issues, in coordination with the Office of Human Resources Management and other offices as appropriate, including ensuring annual ethics training for all staff;

(e) Such other functions as the Secretary-General considers appropriate for the Office.

1.88 The Ethics Office functions as the focal point on ethics issues for the global Secretariat, including special political missions and peacekeeping missions. The Office provides a secure confidential environment in which staff can feel free to consult on ethical issues and seek protection against retaliation for the reporting of misconduct. In that connection, the Ethics Office has set up an ethics help desk and a dedicated e-mail address. To protect the confidentiality of sensitive information, the Office has adopted stringent procedures for managing information and developed a secure data filing and tracking system.

1.89 As outlined in its terms of reference, the Ethics Office is also responsible for developing standards, training and education on ethics issues. In that connection, the Ethics Office has sought to better communicate the standards of conduct for the international civil service as set out in the annex to Secretary-General's bulletin ST/SGB/2002/13, entitled "Status, basic rights and duties of United Nations staff members", and has contributed to the development of a user-friendly guide entitled "Putting ethics to work: a guide to United Nations core values and standards of conduct". This guide is a plain-language summary of the standards of conduct for the international civil service, which provides staff members with quick guidance on key ethics dilemmas, highlights the main challenges to professional and ethical conduct and clarifies the reasons behind the standards, in the context of the mission and values of the Organization.

1.90 The Ethics Office is also undertaking efforts to raise awareness of the Organization's standards of conduct and core values throughout the global Secretariat. In 2006, on-site visits to the Economic Commission for Africa, the United Nations Office at Nairobi, the Economic and Social Commission for Asia and the Pacific, the United Nations Office at Geneva and the United Nations Office at Vienna were carried out by the Secretary-General's Special Adviser on the establishment of the Ethics Office. Those visits proved very helpful in introducing the Office as well as its services and clarifying its role and mandates.

1.91 The Office is further contributing to the development of ethics content in respect of the Leadership Development Programme (D-1/D-2), the Management Development Programme (P-4/P-5) and new staff orientation, as well as in the development of the mandatory ethics workshop for the global Secretariat staff entitled "Working together: professional ethics and integrity in our daily work", which began in November 2006. The Office also conducts annual ethics briefings for all officials at the Assistant Secretary-General and Under-Secretary-General levels. Efforts to examine ethics components in all training activities of the United Nations, as well as developing enhanced scenarios relevant to an international organization, continue. In addition, to ensure annual training of all staff as well as specialized groups, continued refinement and the identification of different approaches to professional ethics, ethical leadership and awareness will continue.

1.92 As part of its efforts to reach out to staff in peacekeeping missions, the Office has participated in an evolving Department of Peacekeeping Operations workshop designed to train and qualify senior mission support staff in a variety of practices and procedures that are underpinned with ethical components. Specialized training modules have also been held for officials working in specialized and/or sensitive areas, including procurement and investment.

1.93 An enhanced financial disclosure programme has also been developed upon the approval by the General Assembly of amendments to staff regulation 1.2 (n) (see A/60/365) and staff rule 101.2 (see ST/SGB/2006/6, by which the scope of the financial disclosure programme was extended and the gift reporting threshold was lowered). Since 1999, staff members at the Assistant Secretary-General level and above have been required to file annual financial disclosure statements. In 2005, as a result of a decision of the General Assembly, the Secretary-General issued new rules that expanded the filing requirements to include staff at the D-1/L-6 level and above, those in procurement and investment functions and all staff of the Ethics Office. As a result, approximately 1,700 staff members were required to file a statement disclosing their financial interests. Pursuant to Assembly resolution 60/254, an external financial firm was engaged to review the services required under this programme.

1.94 The Ethics Office has also undertaken the responsibilities assigned to it under the Organization's policy for the protection of staff against retaliation for reporting misconduct and for cooperating with duly authorized audits or investigations. The programme is designed to encourage bonafide reporting of misconduct, as well as to discourage those who would either interfere with or retaliate as a result of such reporting. While the Ethics Office does not have investigative functions, it does conduct preliminary reviews of those who seek protection to determine whether a case of retaliation can be established. Such reviews can be complex, requiring the evaluation and assessment of extensive documentation and testimony. In addition, the Office can bring to the attention of the Secretary-General any management practices that do not fully align with the highest standards of integrity.

1.95 During the biennium 2008-2009, the Ethics Office will:

(a) Play a leadership role in promoting and facilitating a culture of ethics, transparency and accountability throughout the Secretariat;

(b) Continue to assist the Secretary-General in ensuring that all staff members observe and perform their functions in a manner consistent with the highest standards of integrity required by the Charter;

(c) Continue to develop and set standards of conduct and facilitate annual training on ethics issues, in collaboration with the Office of Human Resources Management;

(d) Strengthen its communication and outreach strategy, particularly with respect to peacekeeping operations, and create awareness of the Organization's commitment to ethical values, standards and accountability;

(e) Develop outreach materials including a website, brochures, presentations, online learning initiatives, posters and guides;

(f) Continue to provide independent and confidential advice to all staff on potential conflicts of interest and assist those staff seeking clarification of regulations and rules, with a view to avoiding any misinformed or misguided action;

(g) Further develop the Office's internal confidential database system as a key tool for case management, trend analysis and reporting;

(h) Develop procedures governing the receiving and reporting of gifts by staff in their official capacity and set up a mechanism for their disposal;

(i) Continue to administer the financial disclosure policy;

(j) Continue to provide protection against retaliation for reporting misconduct;

(k) Develop the internal capacity of staff in the Ethics Office through training in the areas of conflict of interest, investigation and financial disclosure systems;

(l) Establish a system-wide code of ethics for all United Nations personnel, including personnel of the funds and programmes;

(m) Establish and lead a network of ethics offices and focal points among agencies, funds and programmes of the United Nations system to harmonize practices and procedures and share knowledge on ethics and integrity issues;

(n) Continue to develop and share, including through a web-based network, information on ethical dilemmas, financial disclosure and protection of staff against retaliation for reporting misconduct system-wide;

(o) Examine existing rules, regulations, policies, procedures and practices for weaknesses, redundancies, overlaps or conflicting policies or previously unaddressed issues, and make recommendations for harmonizing and clarifying them.

Table 1.28 **Objectives for the biennium, expected accomplishments, indicators of achievement and performance measures**

Objective of the Organization: To ensure that all staff members observe and perform their functions consistent with the highest standards of integrity required by the Charter of the United Nations.

Expected accomplishments of the Secretariat	Indicators of achievement
(a) Increased awareness of staff members within the United Nations system on ethical issues	(a) Increased number of inquiries received by the Ethics Office for which the Office provided official guidance *Performance measures* 2004-2005: not applicable Estimate 2006-2007: 525 inquiries Target 2008-2009: 750 inquiries
(b) Successful financial disclosure programme of the Organization	(b) Increased percentage of compliance of those required to file *Performance measures* 2004-2005: not applicable Estimate 2006-2007: 99 per cent Target 2008-2009: 100 per cent

(c) Effective policy for the protection of staff against retaliation for reporting misconduct and for cooperating with duly authorized audits or investigations	(c) Increased number of preliminary reviews conducted *Performance measures* 2004-2005: not applicable Estimate 2006-2007: 70 Target 2008-2009: 80

External factors

1.96 The Ethics Office is expected to achieve its objectives and expected accomplishments on the assumption that: (a) it receives timely submissions of staff financial disclosure statements; (b) it receives complete information from clients who seek protection against retaliation; (c) external parties cooperate with preliminary reviews and share all relevant information; (d) external parties follow advice provided and recommendations; (e) clients provide feedback on services; and (f) staff avail themselves of the training offered.

Outputs

1.97 During the biennium 2008-2009, the following outputs will be delivered:

(a) Servicing of intergovernmental and expert bodies (regular budget):

(i) General Assembly:

a. Substantive servicing of meetings of the Fifth Committee (2);

b. Parliamentary documentation: annual report to the General Assembly on the activities of the Office (2);

(b) Other substantive activities (regular budget/extrabudgetary):

(i) Representation at international conferences (5); convening of meetings with heads of departments/offices (4); offices away from Headquarters and United Nations funds and programmes on harmonizing and ensuring consistency of policy on issues of ethics, whistleblower protection and financial disclosure (8);

(ii) Special events: special briefing on ethics to senior officials at the Under-Secretary-General/Assistant Secretary-General levels (2); participating in departmental and office staff meetings (6); panel discussions with members of the international ethics associations and groups (2);

(iii) Technical material: administration, maintenance and development of a confidential database (2) and case-tracking system (2); development and maintenance of an external website (1);

(iv) Training courses, seminars and workshops: specialized workshops for target groups, including procurement, recruitment and investment officials and senior managers (8); workshops with funds and programmes to harmonize policy and share knowledge on best practices (4); updating and refining contents for mandatory annual training for the global Secretariat (4);

(v) Promotion of legal instruments: Charter, Staff Regulations and Rules, Convention on the Privileges and Immunities of the United Nations;

(vi) Brochures (6); fact sheets (3); posters (2); information kits (1); guide to code of conduct (1);

(vii) Financial disclosure statements received (1,700) for oversight and liaison;

(viii) Preliminary reviews conducted in respect of those who have sought protection against retaliation (120);

(c) Advisory services (regular budget):

(i) Advice on conflicts of interest, including outside activities, post-employment restrictions, the acceptance of gifts and the like (300);

(ii) Advice to administration on the ethical dimension of policy matters (as needed);

(iii) Recommendations to reverse retaliatory action against staff members (7); recommendations to correct managerial practices (9).

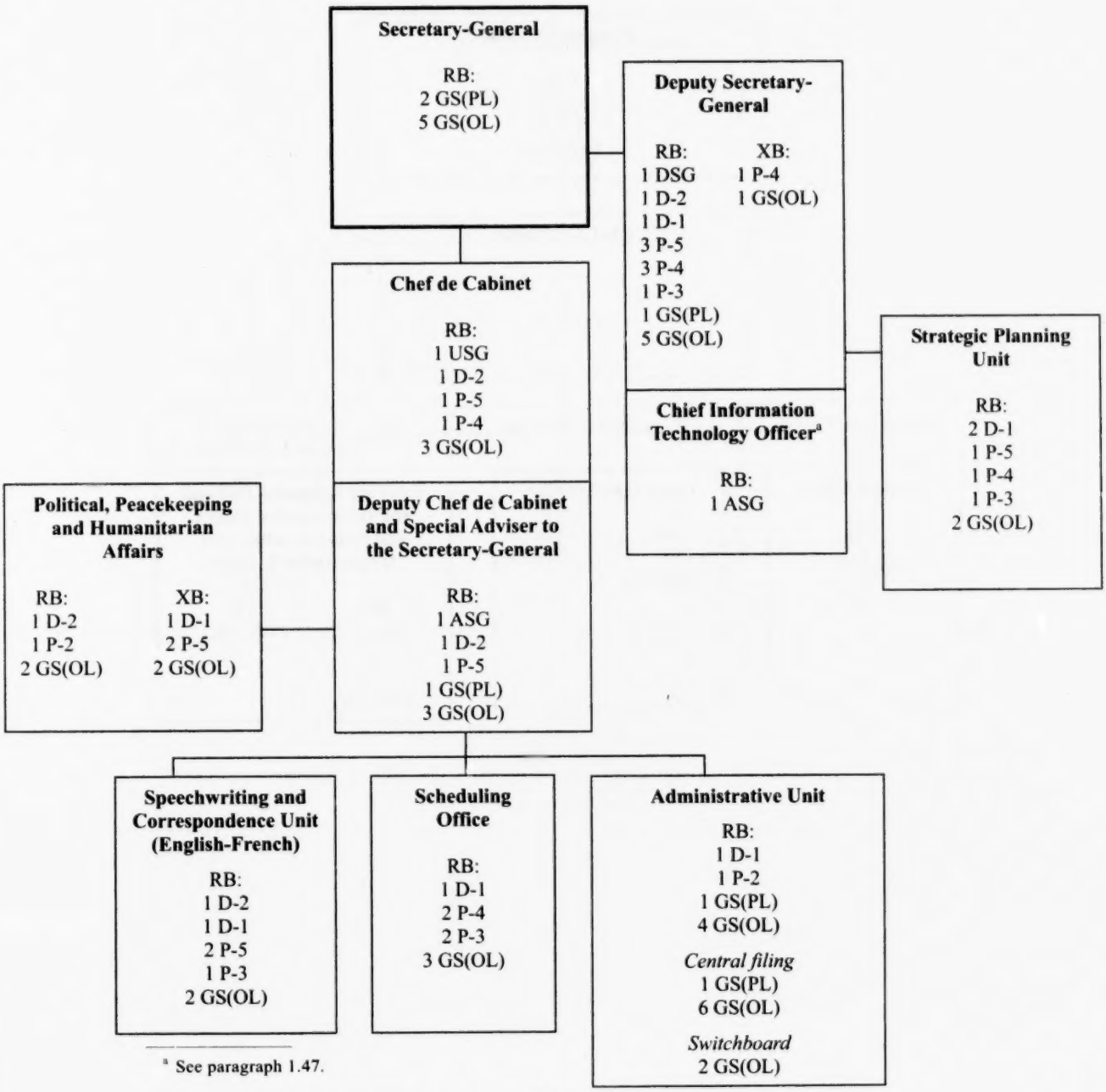
Table 1.29 **Resource requirements: Ethics Office**

	Resources (thousands of United States dollars)		*Posts*	
Category	*2006-2007*	*2008-2009 (before recosting)*	*2006-2007*	*2008-2009*
Post	937.9	2 082.8	6	9
Non-post	1 899.3	853.9	—	—
Total	**2 837.2**	**2 936.7**	**6**	**9**

1.98 The estimated requirements under posts of $2,082,800, reflecting growth of $1,144,900, would provide for the funding of nine posts (1 D-2, 1 P-5, 1 P-4, 2 P-3, 1 P-2, 1 General Service (Principal level) and 2 General Service (Other level)) reflected in table 1.29 above. The growth relates to: (a) the conversion of three positions (1 P-3, 1 P-2 and 1 General Service (Principal level)) currently funded from general temporary assistance resources to established posts; and (b) the delayed impact of six posts (1 D-2, 1 P-5, 1 P-4, 1 P-3 and 2 General Service (Other level)) established in the biennium 2006-2007.

1.99 Under non-post objects of expenditure, the resources relate, inter alia, to general temporary assistance, overtime, consultants, travel of staff, contractual services and other operational costs. The reduction is attributable mainly to the conversion of three positions currently funded from general temporary assistance to established posts as detailed above, and decreased regular budget share related to the Secretariat in the review of financial disclosure statements by independent financial experts.

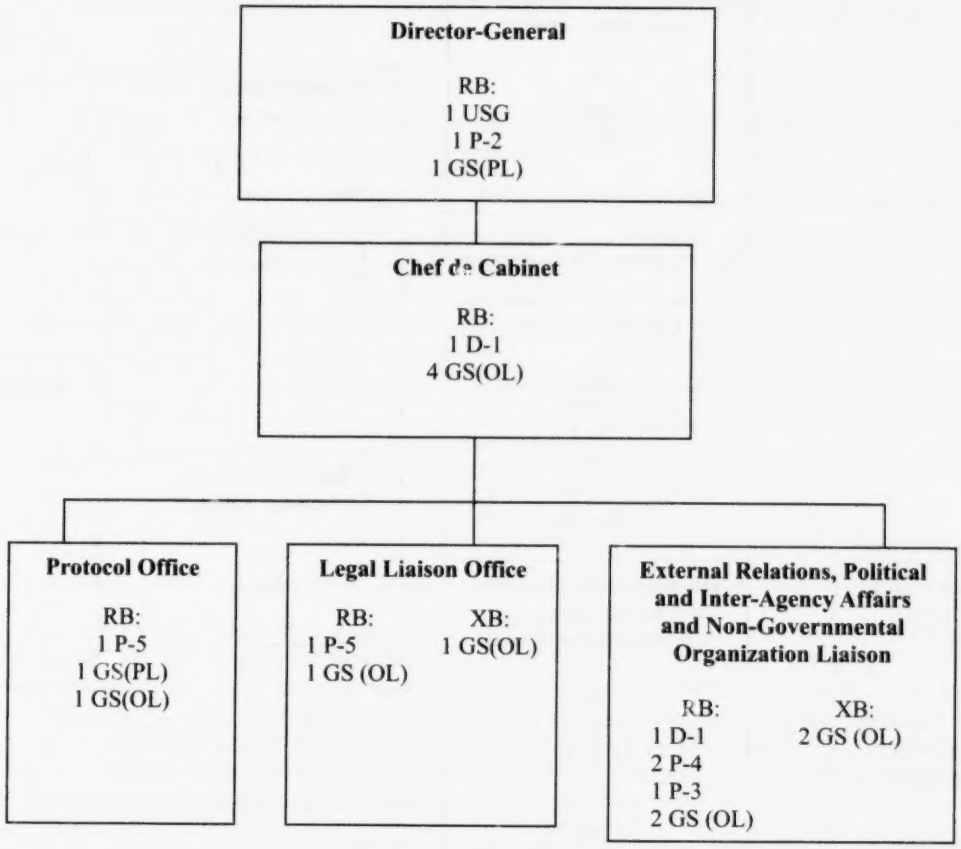
Office of the Secretary-General
Organizational structure and post distribution for the biennium 2008-2009



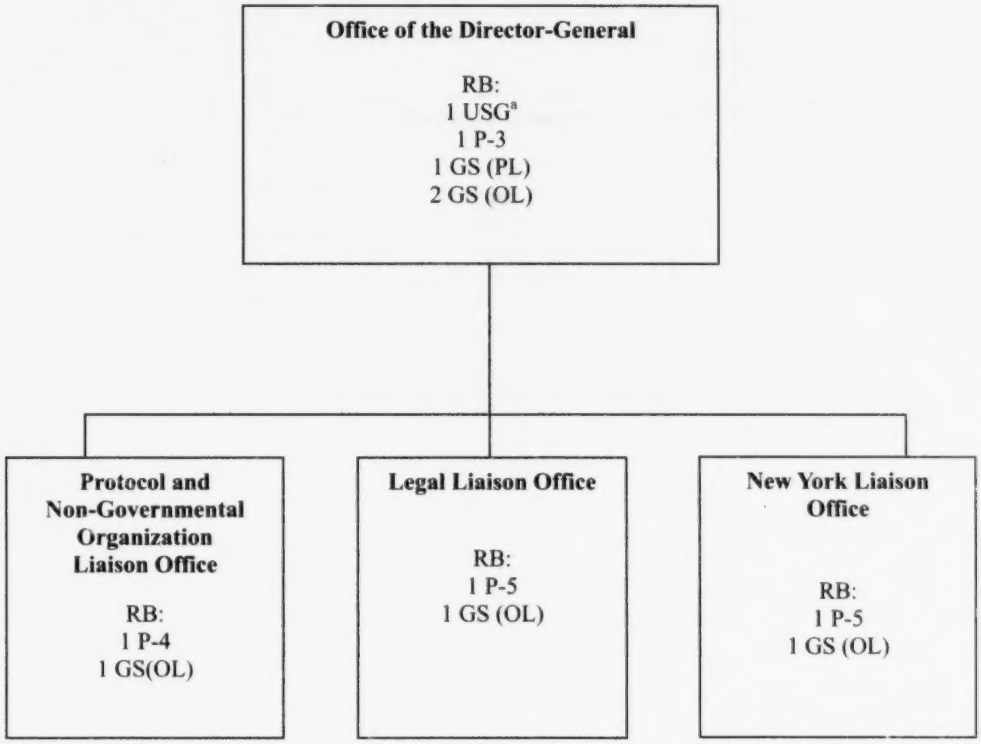
[a] See paragraph 1.47.

Abbreviations used in the organizational structure charts: DSG, Deputy Secretary-General; USG, Under-Secretary-General; ASG, Assistant Secretary-General; GS, General Service; LL, Local level; OL, Other level; PL, Principal level; RB, regular budget; XB, extrabudgetary.

Office of the Director-General, United Nations Office at Geneva Organizational structure and post distribution for the biennium 2008-2009



Office of the Director-General, United Nations Office at Vienna
Organizational structure and post distribution for the biennium 2008-2009



[a] Funded under section 16, International drug control, crime and terrorism prevention and criminal justice.

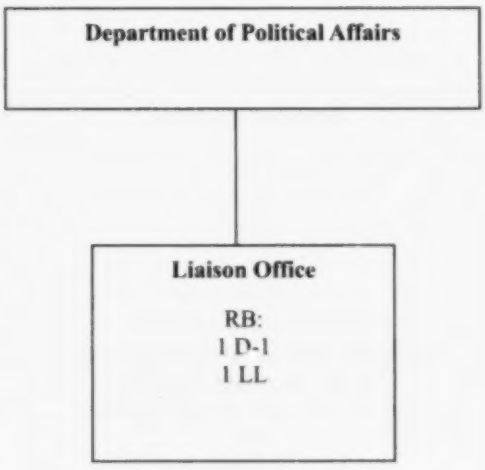
United Nations Office at Nairobi
Organizational structure and post distribution for the biennium 2008-2009

Director-General

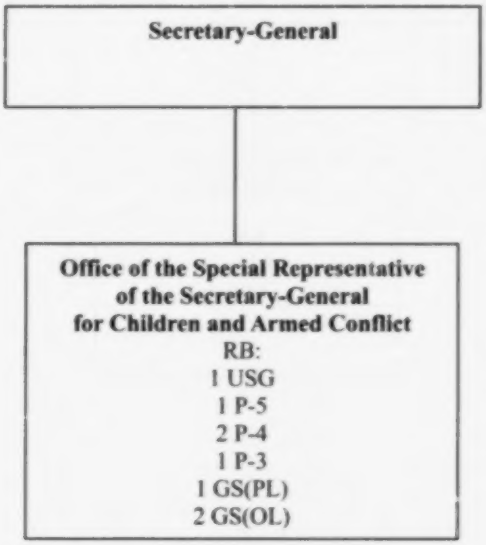
RB:
1 USG[a]
2 P-5
1 LL

[a] Funded under section 15, Human settlements.

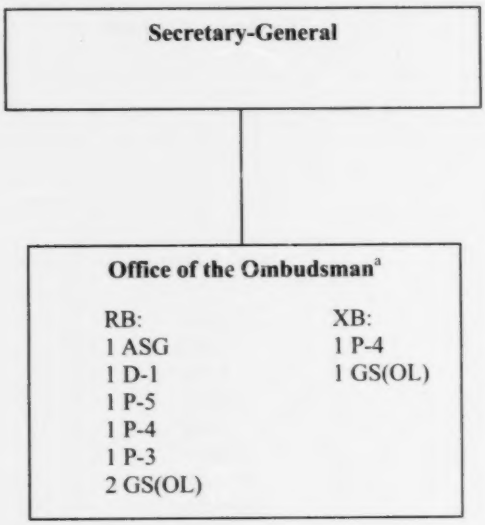
United Nations Liaison Office at Addis Ababa
Organizational structure and post distribution for the biennium 2008-2009



Office of the Special Representative of the Secretary-General for Children and Armed Conflict
Organizational structure and post distribution for the biennium 2008-2009

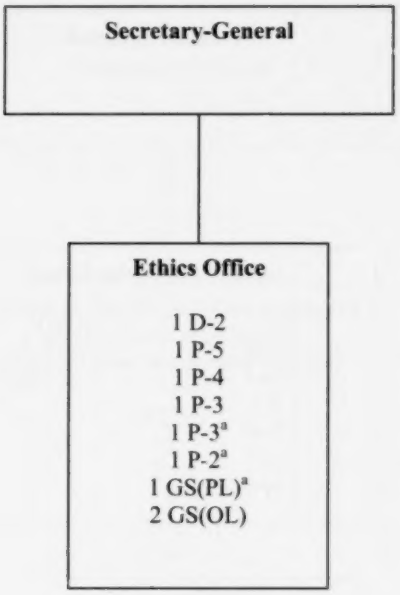


Office of the Ombudsman
Organizational structure and post distribution for the biennium 2008-2009



[a] See paragraph 1.84.

Ethics Office
Organizational structure and post distribution for the biennium 2008-2009



[a] Conversion from general temporary assistance to established posts.